

Springerville Town Council
Minutes
November 1, 2007
Special Meeting

Council: Kay Dyson Mayor, Mary Nedrow Vice Mayor, Eric Baca, Pete Hunt and Phelps Wilkins

Staff: Scott Garms Town Manager, Val Cordova Town Clerk, Tim Shaffery and Eduardo Coronado Legal Counsel, Steve West, Sheila Dulhanty, Larisa Bogardus, Karen Asquith, Linda Matthews, Tom Malone, Connie Johnson and Christina Hill.

Public: Kris Garms, Chuck Corey, Sean Dulhanty, Kevin Burk, Ron Cavanaugh, Doug & Cyndi Henderson, Belinda West, Mike & Karen Hogan, Suzy Silva, Len Watson, Dustin Sanders, Rebecca Malone and Judy Hayes WMI.

1. The meeting was called to order at 6:02pm by Mayor Dyson with a full council present.
2. Vice Mayor Nedrow took the floor stating that this was her second term on the town council and has found that it has been an eye opener and not what she expected it to be. She said she would like to ask questions of the town employees but first asked them if they felt that they would be subject to retaliation or if they felt their jobs would be threatened if they spoke up. She assured the staff that she personally as one of five members that their jobs would not be jeopardized if they wished to speak.

Larisa Bogardus spoke up stating that yes she felt that there was a fear of retaliation. "You can make people's lives miserable in other ways besides termination."

Vice Mayor Nedrow said that she had received an unsigned letter handed to her personally from a staff member of the town that was afraid to sign it and did not want to make it a public record. She expressed her sadness that town staff is afraid to come to the council and saddened her even more that that it's come to this and they are losing the town manager. She asked town staff to express how they felt that Mr. Garms was doing as the town manager.

Steve West stated that Mr. Garms does an excellent job as the town manager. The council is not going to find a finer and more loyal manager than Scott Garms. He has strived with his staff not only to keep them together but working together. He has never seen the cohesiveness that he has provided to staff within his eighteen year tenure. Mr. Garms has done an excellent job for the town and didn't feel that anyone here would disagree. He reiterated that Scott has done an excellent job for both the town and the staff.

All of the staff members present spoke up on behalf of Scott recognizing what he has done for the town and the employees.

Tim Shaffery and Eduardo Coronado legal counsel for the town also spoke on behalf of Mr. Garms stating that the uniqueness of Scott is that he is not using this job as a stepping stone. He truly has a vested interest in the town and saves the town money because he works independently and understands the legal aspects. It has been a pleasure working for him and felt that this was truly a shame.

The Vice Mayor asked if staff thought Mr. Garms was an effective leader.

Ms. Bogardus stated that when Mr. Garms is allowed to do his job he is very effective. Lately there has been some conflict and some conflicting directives from council that has made it difficult if not impossible for him to do his job.

Chief West stated that Scott is a born leader who leads by example. You can tell he has leadership by the amount of staff he has here tonight to talk about him in a positive manner. You lead by example and we have found that Mr. Garms lead by example and has good followers.

The Vice Mayors last question was what should the council do to have a more positive working relationship with the manager and his staff?

Ms. Bogardus stated that per our town code the council sets policy and the manager implements it. The council also upholds and enforces the code. She also suggested that the council allow the manager to do his job.

Chief West noted that the council and council dynamics only works when there is a majority of the council that are in agreement or disagreement. The hardest thing to remember is that staff is directed by the manager and that flows up and down between the manager. The more action you have with your manager the more you tend to temper the outcomes of what happens. If he had to give one injection it would be to allow the town manager to do his job. This is what he was hired for.

Vice Mayor Nedrow/Pete Hunt motion to go into executive session to discuss policy and the town manager's contract at 6:24p.m.

Vote:	Ayes:	Kay Dyson
		Mary Nedrow
		Eric Baca
		Pete Hunt
		Phelps Wilkins

Mary Nedrow/Pete Hunt motion to reconvene the regular meeting at 6:55p.m.

Vote:	Ayes:	Kay Dyson
		Mary Nedrow
		Eric Baca
		Pete Hunt
		Phelps Wilkins

Mr. Garms asked if he could read a statement prior to the council making any motions.

He said that it has been an "honor and privilege to service the council and citizens of Springerville, while attempting to keep the best interests of Springerville and the goals of the town council in mind with all of his decisions. He said that he is proud his employees, for the work they do on a daily basis with professionalism and loyalty that reflects upon him. He explained that personal reasons precipitated his request for resignation but stated that he was humbled by the response of citizens, staff, and the town council" and asked the town council to allow him time to attend to some personal issues, grant him a release from his contract and come back to them to assess if they have a need and desire for his services as town manager".

Mary Nedrow/Eric Baca motion approve Mr. Garms request to be released from his contract effective immediately and allow him to readdress his employment status with Springerville at a future date.

Vote:	Ayes:	Kay Dyson
		Mary Nedrow
		Eric Baca
		Pete Hunt
		Phelps Wilkins

5B. Discussion and action regarding the possible appointment of an Interim Town Manager

Vice Mayor Nedrow announced that per our Town Code the person to act as interim manager would be the Chief of Police Steve West. Chief West was asked if he would act as interim manager.

Chief West said he would be happy to help out the council any way he could.

Kay Dyson/Phelps Wilkins motion to appoint Steve West as Interim Manager in accordance with the Town Code.

Vote:	Ayes:	Kay Dyson Mary Nedrow Eric Baca Pete Hunt Phelps Wilkins
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4. AIRPORT CONTRACT:

- A. Consider entering executive session for legal advice on the airport contract.

Kay Dyson/Mary Nedrow motion to go into executive session for legal advice.

- B. Mary Nedrow/Pete Hunt motion to return to regular session at 7:46 p.m.

Vote:	Ayes:	Kay Dyson Mary Nedrow Eric Baca Pete Hunt Phelps Wilkins
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Eric Baca/Phelps Wilkins to allow the Interim Manager Steve West to continue negotiations on the contract with Kestrel Aviation.

Vote:	Ayes:	Kay Dyson Mary Nedrow Eric Baca Pete Hunt Phelps Wilkins
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5. Adjournment:

Pete Hunt/Mary Nedrow motion to adjourn the meeting at 7:47 p.m.

Vote:	Ayes:	Kay Dyson Mary Nedrow Eric Baca Pete Hunt Phelps Wilkins
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Kay Dyson, Mayor

ATTEST:

Town Clerk

I hereby certify that the foregoing is a true and correct copy of the minutes of the Springerville Town Council in a special meeting on Thursday November 1, 2007. I further certify that the meeting was duly called and a quorum was present.

Dated this 6th day of November 2007.

Town Clerk